C2175-1A

THE CHRONICLE
of Higher Education®

ISSN 0009-5982

August 14, 1991 • $2.75
Volume XXXVII, Number 48

News Summary

NOTICE
The next issue of The Chronicle, dated August 28, will be mailed August 23.

Articles on inside pages

A biologist says the survival of a common orchid challenges Darwin's theory of natural selection: Page A6.

Medical professionals are debating the ethics of offering "finders' fees" to physicians who refer patients to researchers: Page A7.

The feminist dean of the University of Arizona's humanities faculty is challenging the *status quo* with a style that has provoked admiration and anger: Page A13.

Hundreds of faculty members and college administrators have written to the Secretary of Education about an accrediting group's "diversity standard": Page A17.

The federal student-aid system is unjust and too complicated, critics have told lawmakers preparing to reauthorize the Higher Education Act: Page A17.

A freewheeling workshop at Michigan State University offers science-fiction writers a chance to be taken seriously: Page A23.

The NCAA's council has backed a package of tougher academic standards: Page A26.

The practice of seeking competitive applications for government research grants has come to the universities of Eastern Europe: Page A29.

SECTION 1	Pages A1-36
Athletics	A26-27
Books	A11
Business & Philanthropy	A22
Coming Events	A33
Computers	A16
Deadlines	A34
Deaths	A33
Gazette	A31
Government & Politics	A17-21
Grants	A22
International	A29-30
Personal & Professional	A13-16
Scholarship	A6-12
Students	A23-25
SECTION 2	**Pages B1-36**
Bulletin Board	B6-35
End Paper	B36
Opinion & Letters	B1-5

Antitrust Challenge to Football Group Dismissed by Judge

CFA's television rights are said to have a non-profit purpose

By DOUGLAS LEDERMAN
WASHINGTON

An administrative-law judge dismissed the Federal Trade Commission's antitrust complaint against the College Football Association last week, saying the FTC had no jurisdiction over the non-profit entity.

Lawyers for the commission's Bureau of Competition, which sued the football group and Capital Cities /ABC last September, said they would appeal to the FTC's five commissioners, who have the final say on such matters.

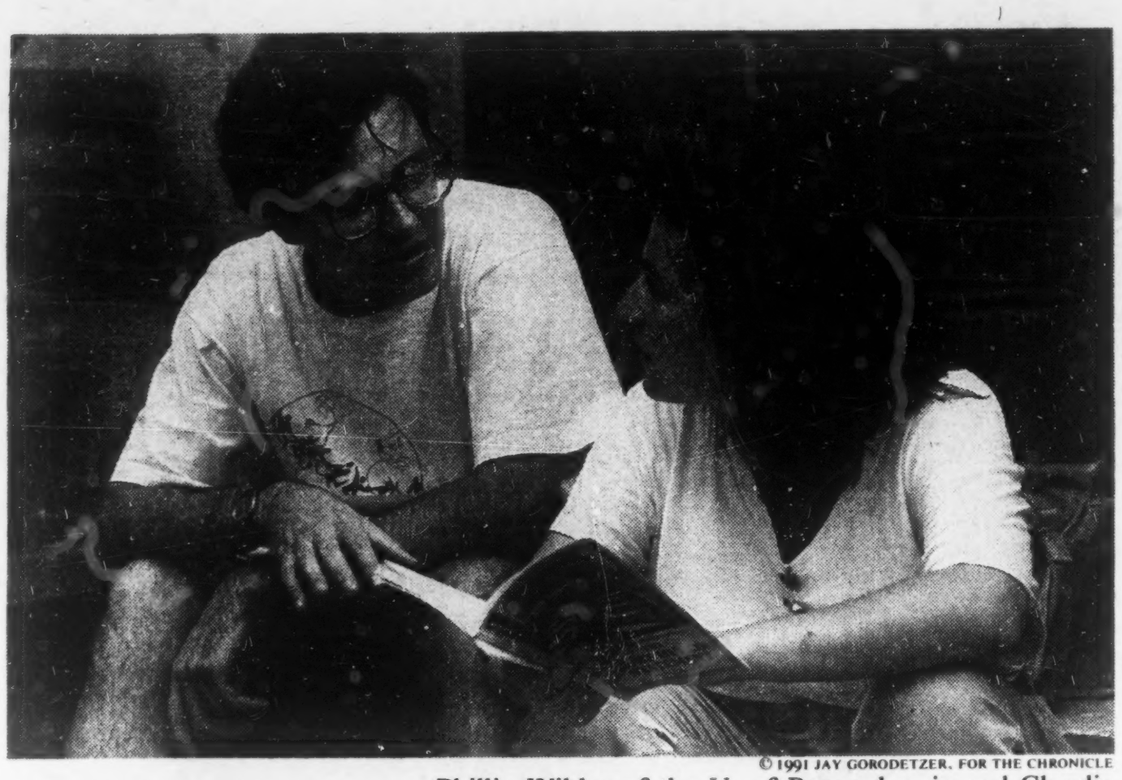
Although the five commissioners voted a year ago, 4 to 1, to allow the commission's lawyers to proceed with their case against the CFA, most legal experts said last week's ruling was likely to bring an end to the FTC's investigation, which has cost the association more than $1-million in legal fees since it began in February 1990.

'Part of the Educational Process'

The decision by Judge James P. Timony pleased college-sports administrators and CFA officials, who had feared that a ruling against the football association might have opened the door to more antitrust and tax scrutiny not just of big-time sports, but of other aspects of higher education as well.

"I've gotten very tired of people harping on how this litigation is about the big-business nature of football," said Clyde A. Muchmore, a lawyer who argued the football association's case before Judge Timony. "This decision says the CFA and the schools, in their sale of television rights, are part of the educational process. I'm

Continued on Page A26



© 1991 JAY GORODETZER, FOR THE CHRONICLE

A New Approach to Volunteerism

Phillip Wilder of the U. of Pennsylvania and Claudia Horowitz, a 1988 alumna, created a community-oriented, activist program for student volunteers: Page A23.

Universities Charging High Overhead Rates Could Be at Disadvantage Under NIH Plan

By COLLEEN CORDES
WASHINGTON

Researchers at universities that charge the government high rates for research overhead may be at an increasing disadvantage in the fierce competition for federal money.

Under a new cost-management plan at the National Institutes of Health, overhead rates could be the determining factor in some decisions on which "marginal" proposals to support.

The marginal range includes projects that peer reviewers have ranked near the cutoff point for the total number of grants an institute can support. Each institute will decide for itself how broadly to define that range.

The new policy, which will take effect in fiscal 1992, makes total costs—not overhead costs specifically—the new factor in decisions on the margins. Overhead, however, is usually a significant expense. At some leading universities, more than a third of the total federal spending on a project goes to overhead.

Some institutions, generally private universities and those in large, Northeastern cities, charge much higher overhead rates than others. Hence a higher rate could add so much to the cost of a proposal that an institute would reject it in favor of one that was cheaper but ranked slightly lower on scientific merit.

More Dramatic Shift Considered

The NIH director, Bernadine Healy, is considering an even more dramatic shift in policy—treating total costs as one of the criteria by which all research proposals are judged. Proposals with high overhead rates—even ones of the highest scientific quality—would then, in effect, have one strike against them.

Some other federal agencies say institutions with higher overhead rates are already at a disadvantage in seeking grants, while some agencies maintain that overhead rates need not influence which scientists receive support.

Reactions to the new NIH policy vary widely. "We are going to sacrifice the scientist," said Jean-Pierre Sommadossi, associate professor of pharmacology at the

Continued on Page A19

- Research universities face a new round of federal audits of the travel expenses they billed to the government: Page A19.
- A White House plan to limit universities' administrative overhead rates has upset higher-education officials: Page A20.

Broad Dissatisfaction With Higher Education Found Among Soviet Students and Professors

By ALEXANDER TOMASZ MASSEY
MOSCOW

Widespread dissatisfaction with higher education and skepticism about their country's economic future have been found among university students and faculty members in the Soviet Union.

On the basis of surveys this past spring at dozens of academic institutions, researchers here have concluded that most Soviet students have little expectation of benefiting from advanced studies and little hope that any political leader is capable of rescuing the country from its economic crisis.

Indeed, nearly half of the students surveyed were not interested in their studies. The head of the research project, Anatoly A. Ovsyannikov, vice-president of the Soviet Sociological Association, says most students see no benefit from higher education because they do not think Soviet society values professional accomplishments or academic credentials.

Moreover, the research found, about 30 per cent of the faculty members who were employed by higher-education institutions in 1989 and 1990—most of them in their 30's and 40's—have since left their

Continued on Page A30

Size of Non-Teaching Staffs at Colleges Continues to Grow

Colleges and universities hired more non-teaching staff members than any other type of employee during the 1980's, federal statistics show.

STORY ON PAGE A22

MARGINALIA

Stern warning at Weber State University:

"Students must pass English III (with a C- or better) before registering for English III. NO EXCEPTIONS."

■

Construction note in *College Bulletin*, a newsletter at Lakewood Community College:

"The backyard of the college has been relandscaped and the exterior work is nearly complete. The computer center area is being painted and the ceilings will be installed within two weeks. . . . The new appearance of the building has illicited many compliments."

Psst!

■

Announcement in *Quickcheck*, a newsletter at Drury College:

"Movie: 'Romero' 9 p.m. Findlay Student Center. 'Romero' is the story of the Archbishop of El Salvador who was killed during mass due to his opposition to the Salvadoran gout."

■

From *USA Today's* "Stateline":

TACOMA — Anonymous donor has given $1.5-million to fund University of Puget Sound faculty position honoring ex-religious professor, school has announced."

Disillusioned?

■

Ads in *The Indianapolis Star* over two months:

Teachers. Private Highschool seeking part time licensed instructors in all subject areas. We are looking for outstanding candidates and will enumerate commensurately. Send resume."

Teachers. Licensed, part time for private high school; English, History, French. Excellent renumeration. Send resume."

Teachers Licensed, part time for private high school; English, History, French, Math and Science. Excellent remuneration. Send resume."

You *got* it!

■

From *One Nation, Many Peoples: A Declaration of Cultural Interdependence*, a report of the New York State Social Studies Review and Development Committee:

"Social studies encompasses history, the social sciences, and relevant aspects of the humanities. The complimentarity of the disciplines should be recognized throughout the course of study, with history and geography providing the continuing frameworks of time and place."

"And with etiquette providing the conceptual framework for interdisciplinary integration?" a reader wants to know. —C.G.

In Brief

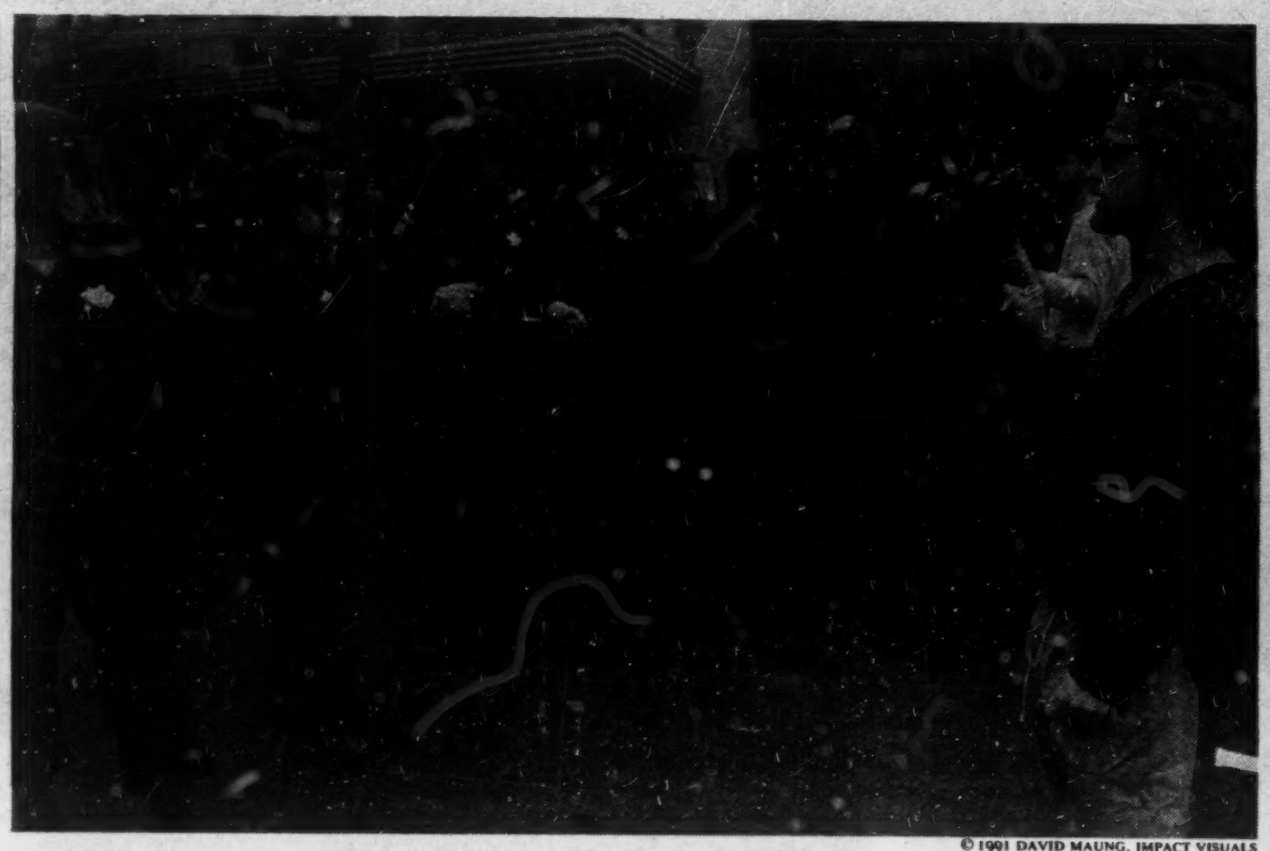
3 campuses seek patients of AIDS sufferers

Three universities are trying to track down nearly 900 people who may have been exposed to the virus that causes AIDS while they were under the care of medical students. The institutions are testing those they find for AIDS.

Northwestern University Dental School last month sent letters to 125 patients informing them that the student who had treated them since May 1990 had tested positive for the HIV virus, which causes AIDS. The student has been suspended from clinical practice. At the same time, the University of Kentucky College of Dentistry informed 49 patients treated from 1985 to 1989 by a former dental student that he reportedly had tested positive for AIDS.

The only known case of the virus being transmitted from a dentist to patients was in Florida last year. That case prompted the University of Cincinnati College of Medicine to tell 720 patients that a former resident in obstetric and gynecological surgery who had treated them from 1983 to 1987 had died of AIDS in 1989.

Officials at all three institutions said the chance of the virus's having been transmitted were remote. ■



© 1991 DAVID MAUNG, IMPACT VISUALS

Police and protesters meet in Berkeley during protests over People's Park.

'Cease fire' called in Berkeley protests over People's Park

BERKELEY, CAL.—The construction of two volleyball courts at People's Park here was completed by the University of California at Berkeley last week in the face of sometimes-violent protests, which resulted in the arrest of 104 demonstrators, including 7 students. Four days of disturbances marked the start of the construction on the university-owned property. The protests subsided last week as city officials appealed for a "cease-fire." The violence spread to downtown Berkeley on several nights, resulting in many broken store windows. Crowds of up to 300 protesters threw rocks at police officers and others during the disturbances, a university spokesman said. Eight officers and an undetermined number of demonstrators were injured, the police said. Protesters oppose the university's plans for the park, which has become a haven for street people and the homeless. ■

Medical center cited for disposing of waste

WASHINGTON— The George Washington University Medical Center has been cited for sending infectious waste to a landfill in Virginia.

Officials of the Fairfax County Division of Solid Waste, who suspended for a month the hospital's permit to dump at the site, say that from June 8 to July 22, the university unit was responsible for 13 incidents of unauthorized contaminated-waste disposal at the landfill.

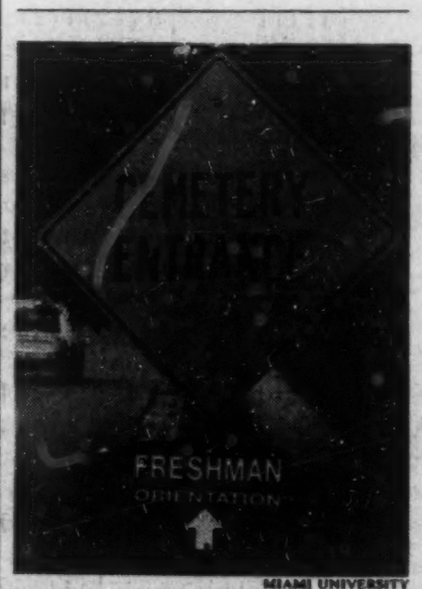
Leroy Charles, an administrator at the medical center, said the hospital would begin separating waste in patient rooms to try to avoid such incidents. ■

Thief of rare books gets prison term

DES MOINES — Stephen Blumberg, who was found guilty in April of stealing more than 20,000 books and 10,000 manuscripts from university and public libraries around the country, has been sentenced to five years and eleven months in prison and fined $200,000.

Mr. Blumberg received less than the maximum possible sentence of eight years and one month because he helped investigators identify the source of many of the items he stole.

Mr. Blumberg has been at the center of what law-enforcement officials described as the nation's largest-ever case of rare-books theft. In March 1990, police searched his Ottumwa, Iowa, home and found rooms full of rare books and manuscripts belonging to about 140 research libraries. University and commercial rare-books experts said the collection could be worth as much as $20-million, but in reality was priceless. ■



MIAMI UNIVERSITY

Non seq.?

OXFORD, OHIO—New students at Miami University here may wonder if there is life after orientation. The campus is adjacent to a burial ground. ■

16 Chicago colleges publish joint catalogue

CHICAGO—The Higher Education Regional Consortium, a two-year-old association of 16 public and private colleges and universities here, has published a joint catalogue of the classes its members offer.

The institutions hope the catalogue will give Chicago-area students a convenient resource for choosing a comprehensive plan of study, while allowing the colleges to complement rather than compete with each other.

The catalogue (*cover detail above*) includes profiles of each institution and some course listings. Glenn Scharfenorth, chairman of the consortium's steering committee and a DePaul University official, said some of the institutions were now considering joint academic programs. ■

U. of Texas agrees to limit expansion

AUSTIN, TEX.—The University of Texas and residents of an adjacent low-income neighborhood have reached an agreement that both sides hope will end a decade-long battle over expansion of the Austin campus.

In recent years, the university has been buying vacant lots and buildings in the predominantly black neighborhood, called "Blackland," to accommodate its plans for future campus expansion.

Residents have fought the acquisitions, fearing that the university would eventually take over the entire neighborhood, forcing them out of their homes.

Under the settlement, the university agreed to limit its future land acquisitions to specific areas and to make some of the properties it owns in the Austin neighborhood available for low-income housing. ■

Correction

In the "Name Dropping" column (*The Chronicle*, July 31), the former academic affiliation for Marguerite Ross Barnett was incorrect. Ms. Barnett is former chancellor of the University of Missouri at St. Louis. ■

The Chronicle of Higher Education (ISSN 0009-5982) is published weekly except the third week in August and the last two weeks in December, at 1255 Twenty-Third Street, N.W., Washington, D.C. 20037. Subscription rate: $67.50 per year. Second-class postage paid at Washington, D.C., and at additional mailing offices. Copyright © 1991 by The Chronicle of Higher Education, Inc. Printed in the United States of America. POSTMASTER: Send address changes to The Chronicle of Higher Education, P.O. Box 1955, Marion, Ohio 43305. Member, Audit Bureau of Circulations. The Chronicle reserves the right not to accept an advertiser's order. Only publication of an advertisement shall constitute final acceptance of the advertiser's order.

Colleges Protest White House Plan to Cap Research Overhead Rate

By COLLEEN CORDES
WASHINGTON

With millions of dollars at stake, higher-education officials are protesting a White House proposal to limit the rate at which universities can collect for administrative overhead expenses.

The White House Office of Management and Budget has proposed capping the rate at 26 per cent, which the budget office says is about the average for major universities. OMB officials said the proposal would end some of the confusion about overhead rates and prevent universities from overcharging the government.

Fifty-six of the 100 institutions that receive the most federal money for research and development would lose money under the change. Their administrative rates range up to 41 per cent.

"Grounds for unilateral government action have not been articulated. Universities are being punished for alleged wrongdoing by a few."

A rate of 41 per cent means that for every dollar a university receives for a research project, it may receive an additional 41 cents for administrative costs. The administrative rate is part of a general overhead rate that would also include payments for other expenses not directly related to research.

Federal officials say it is hard to generalize about why the rates for administrative overhead vary so much from institution to institution. Some of the factors include regional differences in salaries; differences in the number of administrators and their services; and how aggressively universities seek to recover overhead from the government.

The government has estimated that it would pay universities from $80-million to $100-million a year less if the new limit took effect in October, as the budget office has proposed.

Called Arbitrary and Unfair

The Council on Governmental Relations, which represents 135 major research universities, has complained to the OMB that the limit would be arbitrary and unfair. "Grounds for unilateral government action in this regard have not been articulated," the council stated in a letter to the budget office. "Rather universities *as a class* are being punished for alleged wrongdoing by a few." The amount of money that individual institutions might lose would vary according to how much their rate has exceeded the proposed cap, and the total amount of research money they won each year.

The University of Michigan, one of the top recipients of federal research money, has an administrative-overhead rate of 35.8 per cent. It has estimated that it would lose between $6-million and $12-million, depending on how the change was carried out. The loss would have "immediate and destructive effects," according to a letter to the budget office from James J. Duderstadt, Michigan's president. The sudden change in the university's overhead rate, which the Department of Health and Human Services had previously approved, would be "unconscionable," he stated.

The Massachusetts Institute of Technology, another major recipient of federal money, would not lose a penny under the cap because its administrative rate is about 21 per cent, according to James J. Culliton, vice-president for financial operations. Mr. Culliton said MIT had trimmed its administrative costs by about 15 per cent in the early 1980's and had been trying to run a lean operation since.

Mr. Culliton said the major difference between his institution and others with much higher administrative rates was that MIT had chosen to charge more costs directly to individual research projects than many other institutions do.

For example, most universities treat the cost of providing secretarial services to researchers as an overhead expense that is included in the administrative portion of their overhead rate. But MIT charges secretarial services directly, so that individual researchers pay for secretaries out of the money given them to spend in their laboratories.

MIT Cites 2 Concerns

Under the new limit, another institution could have the same secretarial costs—and could have collected the same amount of federal money for them in the past—but no longer be able to be reimbursed for them if they have treated them as overhead expenses. That scenario "highlights the inequity" of the proposal, Mr. Culliton said.

MIT has notified the OMB it opposes the new limit, he added, both because of the inequity and because once an arbitrary limit to reimbursing universities for their costs is approved, it can be lowered again and again whenever the government needs to save money.

He added: "You just begin to crank it on down." ■

Universities That Would Get Less Overhead Money

	Administrative rate
Boston U.	41%
Syracuse U.	40%
Tufts U.	39%
Yeshiva U.	39%
Harvard Medical School	38%
New Mexico State U.	38%
Tulane U. Medical School	38%
Rockefeller U.	37%
U. of Connecticut	37%
U. of Mass. Medical School at Worcester	37%
Columbia U.	36%
U. of Michigan	36%
U. of Southern California	35%
New York U. Medical Center	34%
Cornell U. statutory units	33%
U. of Illinois at Chicago	33%
U. of Kentucky	33%
Brown U.	32%
Temple U.	32%
U. of Medicine and Dentistry of N.J.	32%
Vanderbilt U.	32%
Georgia Institute of Technology	31%
Mount Sinai School of Medicine	31%
State U. of New York at Buffalo	31%
State U. of New York at Stony Brook	31%
Carnegie Mellon U.	30%
Dartmouth College	30%
Emory U.	30%
Stanford U.	30%
U. of Pennsylvania	30%
Yale U.	30%
New York U.	30%
George Washington U.	29%
U. of California at Berkeley	29%
U. of Chicago	29%
U. of Vermont	29%
Baylor College of Medicine	28%
Case Western Reserve U.	28%
Cornell U. endowed units	28%
Georgetown U.	28%
North Carolina State U.	28%
Rutgers U.	28%
U. of California at Santa Barbara	28%
U. of Maryland at Baltimore	28%
U. of Miami Medical School	28%
U. of Virginia	28%
Washington U.	28%
Duke U.	27%
Oregon Health Sciences U.	27%
U. of California at Los Angeles	27%
U. of Cincinnati	27%
U. of Georgia	27%
U. of Kansas	27%
U. of Washington	27%
U. of Wisconsin at Madison	27%
Virginia Commonwealth U.	27%

Note: This list includes only institutions that are among the top 100 institutions receiving federal grants for research and development. In some cases, medical schools are treated as separate institutions. The rates listed here were in use as of January 5, 1991, for institutions that negotiate rates with the Office of Naval Research and as of July 26, 1991, for institutions that negotiate rates with the Department of Health and Human Services.

SOURCES: DEPARTMENT OF HEALTH AND HUMAN SERVICES AND OFFICE OF NAVAL RESEARCH

NIH Director Praised for Using Discretionary Funds to Provide Grants to Individual Researchers

By CHRISTOPHER MYERS
WASHINGTON

Bernadine P. Healy, the new director of the National Institutes of Health, has already found a use for much of the discretionary fund that came with her position.

Dr. Healy has set aside about $16-million of the $20-million fund for a new grant program to provide money to 300 to 500 scientists whose research proposals were judged highly meritorious but fell below the NIH cutoff for support. The program is called the Shannon Awards, after James A. Shannon, director of the NIH from 1955 to 1968.

An additional $14-million will be given to the program through Dr. Healy's transfer authority, which allows the NIH director to move up to 1 per cent of the various institutes' budgets to areas of serious need.

The discretionary fund and the transfer authority were approved by Congress in 1990 to make the NIH directorship more attractive. At the time, the Bush Administration was having difficulty finding someone to fill the position.

Dr. Healy, who took over the NIH in March, established the Shannon Awards in response to what many scientists see as a critical shortage of funds for individual researchers. The success rate for scientists applying for NIH grants has plunged to a predicted 26.9 per cent this year, from 34.9 per cent in 1987.

'Lack of Stability'

In announcing the award program, the NIH said the shortage of funds had caused "a lack of stability and predictability" that "has damaged research momentum and investigator morale."

The awards are intended to allow scientists who fall short of the financing cutoff line to carry on their research until the next grant cycle. Under the proposal, each researcher would receive $100,000, which would include both direct and indirect costs. The proposal puts a limit of 20 per cent on the rate that award winners can charge for overhead costs.

Lobbyists for biomedical research are pleased by the way Dr. Healy has used her discretionary fund. They especially have praised the speed with which Dr. Healy moved to use the fund, saying it is a promising indicator that she will be an activist, aggressive director.

The House of Representatives also apparently liked the Shannon program. In its fiscal 1992 spending bill for the NIH, the House provided an additional $9-million for the director's discretionary fund. In a report accompanying the bill for the institutes, lawmakers directed Dr. Healy to spend at least half of the $29-million fund on the Shannon Awards.

Lobbyists for scientific research said they were happy the House had provided extra money for the discretionary fund, but added that they hoped lawmakers would allow Dr. Healy to continue using the money as a true discretionary fund—that is, to address problems as they come up.

Several said they hoped that, if necessary, Dr. Healy would use the discretionary fund next year to ease budget cuts in the institutes' program of general-support grants for institutions conducting biomedical research. The program has a budget of $22-million this year. The Bush Administration gave the program no money in its budget request this year, but the House provided $15-million.

Some Express Concern

Some researchers expressed concern that the Shannon Awards were just a short-term response to a long-term problem and thus might divert attention from the larger crisis in biomedical-research support. Said David B. Moore, assistant director of the office of governmental relations of the Association of American Medical Colleges: "We have to recognize that this is a short-term measure. The need for strategic long-term planning is absolutely critical."

Some lobbyists said they were concerned that the way indirect costs were treated under the plan might be a sign that Dr. Healy planned severe cuts in the indirect-cost rate allowed by the institutes. Dr. Healy has repeatedly said she would like to play a role in reforming the indirect-cost-recovery system, but she has not offered any specific proposals.

In addition to the Shannon Awards, Dr. Healy also provided $1.5-million from her discretionary fund to support a conference, scheduled for later this year, on the institutes' initiative on women's health. ■

Throughout the 80's, Colleges Hired More Non-Teaching Staff Than Other Employees

By KAREN GRASSMUCK

Universities continued to hire more non-teaching staff members than any other type of employee through the end of the last decade, according to new federal data to be released in September.

According to the data, which were compiled by the U. S. Equal Employment Opportunity Commission, universities hired more non-teaching professionals than any other employees, including administrators. They hired nearly twice as many non-teaching staff members as faculty members.

The non-teaching or "other professionals" category encompasses a broad range of employees, including accountants, athletics coaches, bookkeepers, fund raisers, lawyers, and systems analysts.

The new data are in the EEOC's latest biennial survey of university employment. A summary of the survey, which gathered data from 3,156 colleges and universities for the academic year 1989-90, was obtained by *The Chronicle*.

The figures indicate that the pattern among universities to add new layers to their administrative staffs, a pattern that began in the 1970's, continued through the 1980's.

'Bureaucratic Bloat'

While academic observers say they expect the new figures to fuel the debate over "bureaucratic bloat" at universities, they also speculate that future surveys may document a decline, since universities have started to trim their ranks because of the recession.

According to the data, colleges and universities employed 343,699 middle-level professionals in academic 1989-90. That is 75,474 more than the institutions employed five years earlier, when the number was 268,225. The figures reflect an increase over five years of 28 per cent.

Over a 10-year period, the number of such employees grew by 62 per cent—rising from 212,127 in 1979-80 to 343,699 in 1989-90.

Administrative and managerial employees made up the second-fastest-growing category of university personnel. Universities employed 137,561 people in that category in 1989-90, an increase of 14 per cent over the 120,585 that worked at universities five years earlier. For the decade ending in 1989, that category grew by 25 per cent.

Less Growth for Professors

Although faculty members remain the single largest group of employees at colleges and universities, growth in their ranks was significantly less robust. Universities employed 514,622 faculty members in 1989-90, an increase of 8.6 per cent over the 1984-85 academic year and 14 per cent over 1979-80.

"There is real difficulty in trying to nail down the precise patterns of growth because of the complexity of the data and the institutions."

Administrators and other observers have long suspected that academic staffs were getting larger, but only last year did they discover that EEOC data could be used as a tool to study staffing patterns in universities across the country.

Data analyzed in that year showed that from 1975 to 1985, the latest year for which federal figures were then available, growth had been strongest in the middle-level professional category (*The Chronicle*, March 28, 1990). In that period, the rate of growth in the number of "other professionals" employed at universities dwarfed the rate in every other employment category. The number of employees in that category in 1985 was 61.1 per cent more than the number employed in 1975.

Complying With Laws

Analysts say the expansion occurred mainly because more staff members had been hired to meet governmental demands for compliance with an increasing number of federal and state laws. They range from environmental-health and safety rules to requirements that universities show that students who receive federal financial aid do not use drugs.

Some of the growth is a by-product of the rise in federal research dollars, observers say: Universities had to hire more administrators to handle the money.

The phenomenon of the swelling academic staff has begun to attract the interest of scholars.

In 1990, W. Lee Hansen, a professor of economics on the Madison campus of the University of Wisconsin, published one of the first scholarly studies that employed EEOC data. Mr. Hansen used the information to examine employment growth at universities. He warned that the figures might present an incomplete picture of academic-staffing trends since the data did not account for part-time employees. Further, methods used by many universities to collect the numbers are imprecise, he says.

"There is real difficulty in trying to nail down the precise patterns of growth because of the complexity of the data and the institutions," Mr. Hansen said in an interview. Still, the survey is useful since it is the "single comprehensive source of data" on academic employment.

Hopes to Use Data in Study

William Potter, a doctoral candidate in higher-education administration at Michigan State University, hopes to use the data to study the growth and evolution of middle management at Michigan's independent colleges.

Mr. Potter, who is assistant provost and registrar at Alma College, said his dissertation topic was the result of his observation of growth in the college's staff. For example, he said, the number of grant administrators at Alma grew to 60 today from 20 in 1975, while the numbers of faculty members and students at the college remained constant.

Critics were quick to hail the EEOC data as fresh evidence of bureaucratic bloat in academe. Chester E. Finn, a former Department of Education official in the Reagan Administration and an advocate of reform of many university policies, said in an interview that the numbers represent "the cellulite of the academic world."

Yet Mr. Finn noted that universities have begun this year to shed many administrative employees in order to cut costs. "What may well turn out to be conscientious efforts to reduce the ranks of employees may not show up in the data yet," he said.

Some colleges, having concluded that their bureaucracies are too large, are doing something about it. Among them, the City College of San Francisco got rid of 10 administrative positions in May. The posts of two provosts, two vice-chancellors, and six vice-presidents were eliminated.

Said the college's chancellor, Evan S. Dobelle: "It is the consensus of this college that education through bureaucracy doesn't work." ■

Staff Changes at Colleges and Universities, 1985-1990

	1985	1989-90	Change
Full-time faculty members	473,537	514,622	+ 8.6%
Executive, administrative, and managerial employees	120,585	137,561	+14.1%
Other professionals	**268,225**	**343,699**	**+28.1%**
Secretarial, clerical employees	330,196	370,336	+12.2%
Technical, paraprofessional staff	129,913	147,569	+13.6%
Skilled crafts people	58,019	63,728	+ 9.8%
Service, maintenance personnel	196,612	201,973	+ 2.7%
Total	1,577,087	1,779,488	+12.8%

Full-time employees at approximately 3,000 U.S. colleges and universities.

SOURCE: U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

GE Fund Gives 16 Colleges $3-Million for a 'Faculty of the Future' Program

FAIRFIELD, CONN.

Sixteen colleges and universities will share just over $3-million in awards from the General Electric Foundation under its Faculty of the Future program.

The program seeks to encourage women and members of minority groups to pursue academic careers in engineering, science, and business. The foundation plans to give the program $15-million to $20-million over the the next decade.

"Since changing demographics indicate greater numbers of women and minorities entering the work force, there is a need to help more women and underrepresented minorities become faculty in America's colleges and universities," said Clifford V. Smith, Jr., the foundation's president.

Citing data from the Engineering Manpower Commission, Mr. Smith said more than 5,000 engineering Ph.D.'s had been granted last year, but only 9 per cent of them had gone to women and fewer than 2 per cent to blacks, Hispanics, and American Indians combined.

The foundation invited 30 colleges and universities to submit proposals for grants this year. The awards included:

- A total of more than $2.3-million to seven doctoral institutions, including Cornell, Michigan State, Purdue, Syracuse and Texas A&M Universities; the Massachusetts Institute of Technology; and the University of Iowa. The grants will support undergraduate research programs, forgivable loans, and junior faculty members.
- $400,000 in grants to finance forgivable loans for doctoral business students at Case Western, Northwestern, and Texas A&M Universities, and the University of Pennsylvania. Loans to students who enter academic careers would be forgiven, while students who receive the loans and pursue other kinds of careers would be required to repay them. The universities would "recycle" the payments as loans to other students.
- $375,000 in grants to Mount Holyoke and Smith Colleges and the Johns Hopkins, Morehouse, and Xavier (La.) Universities for undergraduate research programs.

—LIZ McMILLEN

PRIVATE SUPPORT

Foundation Grants

MARY REYNOLDS BABCOCK FOUNDATION
102 Reynolda Village
Winston-Salem, N.C. 27106-5123
Enrollment. For programs to improve student retention: $330,000 to Winston-Salem State U.

DONALD E. AND DELIA BAXTER FOUNDATION
201 South Lake Avenue
Pasadena, Cal. 91101-3091
Genetics. For development of an automated human-chromosome mapper: $300,000 to California Institute of Technology.

BELLSOUTH FOUNDATION
c/o BellSouth Corporation
1155 Peachtree Street, N.E.
Atlanta 30367-6000
Telecommunications. For faculty and curricular development in the telecommunications program: $100,000 to Barry U.

BOOTH FERRIS FOUNDATION
30 Broad Street
New York 10004
Teacher education. For support of minority-group students studying to be teachers: $30,000 to Wake Forest U.

HAROLD K. L. CASTLE FOUNDATION
629 Kailua Road
Kailua, Hawaii 96734
Facilities. For classroom expansion, furniture, and instructional equipment: $500,000 to Hawaii Pacific U.

SAMUEL N. AND MARY CASTLE FOUNDATION
222 Merchant Street, Honolulu 96813
Facilities. For renovation and expansion of the library: $350,000 to Hawaii Pacific U.

DUKE ENDOWMENT
200 South Tryon Street
Charlotte, N.C. 28202
Medicine. For programs in family medicine: $200,000 to Duke U. Medical Center.
Student aid. For scholarships in the divinity school: $100,000 to Duke U.

FORD FOUNDATION
320 East 43rd Street
New York 10017
Agriculture. For research on farmers' technical agricultural knowledge and practices in the rain-fed areas of the Sudan: $80,000 to U. of Khartoum (Sudan).
Families. For the Empowerment and Family Support Project: $300,000 over two years to Cornell U.
—To evaluate the Families and Classrooms Together Project in public preschools in New Orleans: $200,000 over two years to Tulane U.
India. For research on the relation between household economics and reproductive health and child survival in India: $250,000 over two years to Harvard U.
Natural resources. To study how changing rural land-use patterns affect rural policy in Thailand: $175,000 over two years to Chulalongkorn U. (Thailand).
—For a study of participatory management of natural resources in the Indian subcontinent: $98,000 to Oxford U. (Britain).
—For a study of water-resource management along the U.S.-Mexico border: $225,000 over 20 months to U. of Arizona.
Nursing. To evaluate programs that train health-care paraprofessionals to become nurses: $200,000 over two years to National League for Nursing.
Urban issues. To recruit and train minority-group members to study urban poverty and to collaborate on new research methods and joint training activities: $558,000 to U. of California at Los Angeles and $501,000 to U. of Michigan.
—For interdisciplinary research on housing and the urban infrastructure in the Tijuana metropolitan area: $117,000 over two years to National Association of Universities and Institutions of Higher Education (Mexico).

HELENE FULD HEALTH TRUST
c/o Townley and Updike
405 Lexington Avenue
New York 10174
Nursing. For computer equipment for the nursing department: $101,332 to Bloomsburg U.

Gifts & Bequests

Texas Tech University. For support of programs: $400,000 from an anonymous donor.
University of Alabama. For a new library for the business school: $4-million from Angelo Bruno.
University of Kansas. For scholarships: $192,826 from the estate of Eunice Harkey Melik.
Western Washington University. For student aid: $435,000 from the estate of Katherine A. Brunken.

EST AVAILABLE COPY